

ROB MCKENNA
Curriculum Vitae

CONTACT INFORMATION

Address:	Seattle Pacific University Department of Industrial/Organizational Psychology 3307 3 rd Ave. W, Suite 107 Seattle, WA 98119-1922	Phone:	206-281-2629
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PROFESSIONAL POSITIONS, EDUCATION, AND TRAINING

2012-present Executive Director
Center for Leadership Research & Development
Seattle Pacific University

2006–present Chair and Associate Professor
Industrial/Organizational Psychology Department
Seattle Pacific University

1997-present President
Real Time Development Strategies Inc.
Seattle, WA.

2004 - 2006 Chair and Associate Professor
Department of Psychology,
Seattle Pacific University

1999 – 2004 Director
Degree Completion Program in Organizational Behavior
Department of Psychology
Seattle Pacific University

1998 Ph.D. in Industrial/Organizational Psychology
Center for Organizational Behavior and Sciences
Claremont Graduate University

1994-1999 Director and Assistant Professor
Human and Organizational Development Graduate Program
School of Business and Management
Azusa Pacific University

1995-1998 Project Director
The Pasadena Consortium Research Project
Division of Organizational Strategy and Evaluation
Claremont Graduate University

Revised: September, 2015

- 1992 M.B.A., Human Resource Management
Seattle Pacific University
- 1991-1992 Tennis Teaching Pro
United States Professional Tennis Association
Seattle Tennis Club
- 1990-91 Head Coach
Men's NCAA Varsity Tennis
Seattle Pacific University
- 1990 B.A. in Management and Marketing
Seattle Pacific University

PEER-REVIEWED PUBLICATIONS (* INDICATES STUDENT OR ALUMNI AS CO-AUTHOR)

McKenna, R.B., Haney, D., Ecker, D.*, Matson, J.*, Becker, O.*, Boyd, T.*, & Hickory, M.* (in press). Calling, the Caller, and Being Called: A Qualitative Study of Transcendent Calling. *Journal of Psychology and Christianity*, 34, 294-303.

Haney, D. M.*, **McKenna, R. B.**, Robie, C.*, Austin, K.* & Ecker, D.* (2015). The Power of Perceived Experience: Events That Shape Work as Calling. *Career Development Quarterly*.

McKenna, R. B. & Kirce, R.* (2014). Performance management and leadership development: Paradox or potential. In C. D. McCauley, D. S. DeRue, P. R. Yost, P.R., & S. Taylor (Eds.). *Experience-driven leader development: Models, tools, best practices, and advice for on-the-job development*. San Francisco, CA: John Wiley & Sons.

McKenna, R. B., Plunkett M., & Adeuja, K. (2014) My needs, their needs: Designing high value development tools. In C. D. McCauley, D. S. DeRue, P. R. Yost, P.R., & S. Taylor (Eds.). *Experience-driven leader development: Models, tools, best practices, and advice for on-the-job development*. San Francisco, CA: John Wiley & Sons.

McKenna, R. B., Campbell, G. V.* (2011). The character X Factor in selecting leaders: Beyond ethics, virtues, and values. *Journal of Values Based Leadership*. 4 (2), 39 – 48.

McKenna, R. B., Brown, T.* (2011). Does sacrificial leadership have to hurt? The realities of putting others first. *Organization Development Journal*.

McKenna, R. B., & Campbell, V.* (2010). Validity study on the Behavioral Styles Questionnaire and Teams at Work Assessment. Technical report conducted for the Effectiveness Institute, Redmond, WA.

McKenna, R. B., & Boyd, T.* (2010). Lean Plus Waypoint: Experiences and lessons learned through continuous Improvement. Technical website developed for the Boeing Company.

McKenna, R.B., & Eckard D.* (2009) Evaluating pastoral effectiveness: To measure or not to measure, *Pastoral Psychology*, 58, 303-313.

Revised: September, 2015

- McKenna, R. B.**, Yost, P. R., & Boyd, T. N.* (2007). Leadership development and clergy: Understanding the events and lessons that shape pastoral leaders, *Journal of Psychology & Theology*, 35, 179-189.
- McKenna, R. B.**, Boyd, T. N.*, & Yost, P. R. (2007). Learning agility in clergy: Understanding the strategies and situational factors that allow pastors to learn from experience, *Journal of Psychology & Theology*, 35, 190-201.
- McKenna, R.B.** (2006). Managing in the midst of chaos: A leader's reality. *Christian Management Report*, 3, 4-7.
- McKenna, R. B.**, & Yost, P. R. (2004). The differentiated leader: Specific strategies for handling today's adverse situations. *Organizational Dynamics*, 33, 292-306.
- McKenna, R. B.** & Crighton, R. (2003). Leading in Adversity, Momentum Magazine, The Boeing Company Online Magazine, Summer 2003. Seattle, WA.
- McKenna, D. D., & **McKenna, R. B.** (2001). E-executives: Leadership priorities in the new economy. In E. Salas (Series Ed.) & R. Silzer (Vol. Ed.), *The 21st century executive: Innovative practices for building leadership at the top*, (pp. 274-299). San Francisco, CA: Jossey Bass.
- McKenna, R. B.** (2001). The Fast Track: Factors that Predict Advancement at Boeing. (Technical Report). Seattle, WA: The Boeing Company, Waypoint Project.
- Marelich, WD, Berger, DE, & **McKenna, R** (2000). Gender differences in the control of alcohol-impaired driving in California. *Journal of Studies on Alcohol*, 61, 396-401.

BOOKS

- McKenna, R. B.** (2008). *Dying to Lead: What Would You Sacrifice to Make a Difference in the World?* Xulon Press.

MANUSCRIPTS SUBMITTED OR UNDER REVIEW (* INDICATES STUDENT OR ALUMNI AS CO-AUTHOR)

- McKenna, R. B.** & Wenzel, K.* (under review). Leaders aren't Problems to Solve. They are People to See: Holistic Leadership Development. *Journal of Values-Based Leadership* Manuscript submitted for publication.

CONFERENCE PRESENTATIONS (* INDICATES STUDENT OR ALUMNI AS CO-AUTHOR)

- Allen, J., Putka, D., Bell, S., Constanza, D., McEntire, L., Shuffler, M, & **McKenna, R.** (2015). Sharing IO with the Community Ignite Panel presentation at the Society for Industrial/Organizational Psychology, Philadelphia, PA.
- McKenna, R. B.**, Haney, D.*, Osterdahl, S.*, & Redding* (2015). The Leadership Pressure Paradox: Identifying Competing Pressures on Leaders. Poster presented at the Society for Industrial/Organizational Psychology, Philadelphia, PA.

Revised: September, 2015

- Blackshire, A.*, Hickory, M.*, & **McKenna, R. B.** (2015). Leading Under Pressure: A Validation Study of Leadership Self-Differentiation Strategies. Poster presented at the Society for Industrial/Organizational Psychology, Philadelphia, PA.
- McKenna, R. B.**, Haney, D. M.* (2014). Exploring Calling: Events Shaping the Direction of a Person's Life. Poster presented at the Society for Industrial/Organizational Psychology, Honolulu, HI.
- McKenna R. B.**, Haney D. M.*, Wenzel, K. K.*, Pavese, E.*, Kirce, R.*, Hawkinson, C.*, Ecker, D.*, & Brown, T.* (2013, June). *Differentiated leadership: A systems perspective on assessing and developing leaders*. Poster session at the World Congress on Positive Psychology, Los Angeles, CA.
- McKenna, R. B.**, Haney, D. M.*, & Wenzel, K. K.* (2013, June). *Getting Better at Being Together: Assessing Validity of a Developmental Differentiation Scale*. Paper presented at the World Congress on Positive Psychology, Los Angeles, CA.
- McKenna R. B.** & Haney, D. M.* (2013, June). *Who is calling you? Perceptions of calling and transformational events*. Poster session at the World Congress on Positive Psychology, Los Angeles, CA.
- McKenna, R.B.**, Kirce, R.*, Hickory, M*., & Rudd, C*. (2013, June). *What Does Leadership Development Have to Do with Program Evaluation?: Strategies for Combining Organizational Assessment and Individual Development*. Poster session at the World Congress on Positive Psychology, Los Angeles, CA.
- McKenna, R.B.**, Wenzel, K. K.*, & Ecker, D*. (2013, June). *I am a leader, develop me: Strategies for integrating individual and organizational development*. Poster session at the World Congress on Positive Psychology, Los Angeles, CA.
- McKenna, R. B.** (2009). Leading Under Pressure (2009). Presentation to the International Society for Performance Improvement.
- McKenna, R.**, & Carucci, R. (2009). *Emerging leaders: Sustaining organizations*. Invited presentation to at the Murdock Leadership Advance Conference, Vancouver, WA.
- McKenna, R.** (2009). *Developing a generation of leaders one sacrifice at a time*. Invited Keynote to faculty and board of trustees at Northwest University, Kirkland, WA.
- McKenna, R. B.** (2008). Dying to Lead: Sacrificial leadership in a Self-Centered World. Guest speaker at Northwest University.
- McKenna, R. B.**, & Yost, P. R. (2006). High impact experiences and vocation (The key experiences and lessons learned in the development of church pastors). Symposium conducted at the Faith, Hope and Work Conference, San Diego, CA.
- McKenna, R. B.**, & Lopus A. (2006). Achieving Ministry Growth by Inspiring and Engaging Your Human Talent. Symposium conducted at the Christian Management Association Conference, Denver, CO.
- McKenna, R. B.** (2005). Differentiation of Self: A Systemic Approach to Leadership in Organizations. In

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D. Day (Chair), Leadership Development: Integrating individual and organizational development. Symposium conducted at the Society for Industrial/Organizational Psychology, Los Angeles, CA.

McKenna, R. B., Yost, P. R., Black, L., & Suggs, M. (2002). Leading under pressure: Antecedents of leadership differentiation in high pressure situations. In P.R. Yost (Chair), Differentiation of self: A systemic approach to leadership in organizations. Symposium conducted at the Society for Industrial/Organizational Psychology, Toronto, ON.

Diddams, M. A., Skidmore, J., **McKenna, R. B.** (2002). What the Scientist-Practitioner and Clinical-Scientist can learn from each other. Symposium conducted at the Society for Industrial/Organizational Psychology, Toronto, ON.

Mannion-Plunkett, M., Yost, P. R., **McKenna, R. B.**, & Eckels, J. (2001). Evaluating the impact of corporate leadership development programs: Practitioner perspectives from the Boeing Leadership Center. In D. S. Rose (Chair), Strategic evaluation: Methods for assessing the impact of I/O interventions on business critical objectives. Symposium conducted at the Society for Industrial/Organizational Psychology, San Diego, CA.

Yost, P. R., Mannion-Plunkett, M., **McKenna, R. B.**, & Homer, L. (2001). Lessons of experience: Personal and situational factors that drive growth. In R. B. McKenna (Chair), Leadership Development: The strategic use of on-the-job assignments. Symposium conducted at the Society for Industrial/Organizational Psychology, San Diego, CA.

McKenna, R. B. (1998). Group Dynamics and Conflict Management: Presentation to Ecuadorian Managers. Universidad del Pacifico, Quito, Ecuador.

McKenna, R. B. (1998). *A Vision for the 21st Century: Free Methodist World Missions*. Free Methodist Church World Missions Visioning Conference, Cairo, Egypt.

Ensher, E., & **McKenna, R.B.** (1998). Take me out to the ball game: Experiential games for the classroom and workplace. Paper presented at the Western Organization and Management Teaching Conference, San Francisco, CA.

McKenna, R. B., & Weiss, R. (1996). Evaluation of two masters programs in human resources: Implications for program design and assessment. Paper presented at the The American Evaluation Association, Atlanta, GA.

McKenna, R. B. (1996). Human resource development: Evaluating the masters degree. Paper presented at the Western Psychological Association, San Jose, CA.

Berger, D.E., Marelich, W.D., & **McKenna, R.B.** (1996). Gender and control of alcohol impaired driving in California: 1983-1994. Symposium conducted at the Western and Pacific Association of Criminal Justice Educators, Long Beach, CA.

Marelich, W.D., **McKenna, R.B.**, & Berger (1996). Gender differences in drinking and driving attitudes and behaviors. Paper presented at the Western Psychological Association, San Jose, CA.

McKenna, R. B. (1995). *The Individual in a Changing Organizational Environment*. School of Business and Management, Azusa Pacific University, Azusa, CA.

McKenna, R.B. (1994). Core Competencies for Effective Executive Pastoral Leadership. Presentation at the Graduate Student Theological Seminar, Indianapolis, IN.

PROFESSIONAL AFFILIATIONS, AWARDS, CERTIFICATIONS

- Board Member: Friends of Immanuel University
- Leadership Development Committee: Free Methodist Church of the United States of America
- University Advisory Council: Seattle Pacific University
- Board Member: Excellent Cultures
- Commission on Leadership Development Member: Free Methodist Church of North America
- Member: The Society of Industrial/Organizational Psychology
- Member: American Psychological Association
- Faculty Member of the Year in Psychology 2005-2006: Seattle Pacific University
- Certified Instructor and Facilitator: The Career and Learning Architect
- Proposal Reviewer: The Society of Industrial/Organizational Psychology, San Francisco, CA
- Proposal Reviewer: Academy of Human Resource Development Conference 1999, Arlington, VA